

**ICCW**  
***Mission Statement***

**Create positive  
change for all state  
employees by  
promoting the full  
participation of  
women in state  
government**



*Serving state employees since 1976.*

**ICCW**  
***Awards (ELA)***

Established in 1999 as the “Breaking the Glass Ceiling Awards,” the ELA continues to honor three individuals from across Montana for exemplary leadership and achievements, or for outstanding efforts to help women excel in the workplace.

Each year, awards are presented in three categories:

- ☆ **A Person in State Government**
- ☆ **A Person in the Public Sector**
- ☆ **A Person in the Private Sector**

Please join us for the  
Ninth Annual ELA Ceremony:  
2:30 PM, May 16, 2007  
Old Supreme Court Chambers  
Capitol Room 303



**INTERAGENCY  
COMMITTEE  
FOR CHANGE  
BY WOMEN**



Monica Abbott, Chairwoman

Phone: (406) 444-2587

[www.mdt.mt.gov/iccw/](http://www.mdt.mt.gov/iccw/)



## ***ICCW General Information***

- ☆ Created in 1976 as the Interdepartmental Coordinating Committee for Women by Governor Tom Judge, the Executive Order states that each agency director shall appoint a voting and alternate member to serve for a one- or two-year term.
- ☆ ICCW promotes change through activities such as offering training opportunities; reporting pay scale inequality; monitoring legislation; and, promoting state employees through public relations.
- ☆ Members work first to understand, and then educate, others on issues currently facing state workers.
- ☆ Members are granted time each month to attend meetings and work on activities.
- ☆ ICCW is nonprofit and self-funded, and does not receive state monies.



## ***ICCW 2006-2007 Subcommittees***

- ☆ **Training**  
Coordinates monthly Brown Bag Lunches, offers professional training, and loans skills-based training materials to all state workers free of charge
- ☆ **Excellence in Leadership Awards**  
Coordinates annual, statewide awards ceremony by securing sponsors, nominees and judges
- ☆ **Legislative**  
Informs ICCW members of Legislative bills that may have an impact on State employees
- ☆ **30 Year Anniversary Celebration**  
Recognizes the efforts of the ICCW founding members and works to celebrate 30 years of accomplishments
- ☆ **Preventative Health and Work/Life Balance**  
Researches and works to improve the lives of State employees through exercise programs, massage therapy programs and promoting the Race for the Cure



## ***ICCW Past and Present Projects***

- ☆ Partnering with state and national organizations to address family policies and the wage gap
- ☆ Coordinated and staffed voter registration booths
- ☆ Researched and compiled a report showing pay discrepancies in state government (available on the ICCW website) and periodically updates the report
- ☆ Sponsored televised gubernatorial candidate forums
- ☆ Sponsored Meet and Greets for statewide candidates, and for legislators and agency directors
- ☆ Conducts Brown Bag Lunches on topics designed to help state employees advance professionally
- ☆ Conducts surveys to evaluate needs of state employees (day care, flex schedules, benefits, etc.)
- ☆ Worked to establish a state-subsidized daycare

